

Department of the Interior
BUREAU: U.S. Department of the Interior
Equal Opportunity Data Required to be Posted by the NO FEAR ACT
P.L. 107-174

Reporting Period: FY 2004 1st 2nd 3rd 4th Qtr. (dates) **10/1/03 – 3/31/04**

Point of Contact:

Formal Complaints

# of complaints filed	155
# of individual filers	147
# of repeat filers	9

Number of Complaints by Basis of Discrimination

Race	56
Color	23
National Origin	20
Sex	66
Religion	7
Disability	34
Age	52
Reprisal	91
Non-EEO	1

Number of Complaints by Issues of Alleged Discrimination

Appointment/Hire	14
Assignment of Duties	27
Awards	10
Conversion to Full-Time	1
Disciplinary Action	5
Demotion	1
Reprimand	6
Suspension	4
Removal	6
Other	3
Duty Hours	5
Evaluation/Appraisal	11
Examination/Test	0
Harassment	0
a. Non-sexual	91

b. Sexual	10
Medical Examination	0
Pay Including Overtime	7
Promotion/Non-Selection	37
Reassignment	2
a. Denied	2
b. Directed	6
Reasonable Accommodation	11
Reinstatement	0
Retirement	0
Termination	9
Terms/Condition of Employment	11
Time & Attendance	10
Training	9
Other	7

Average Processing Time of Pending Complaints

	#	APT
1. All complaints pending during fiscal year		
Investigation	194	1825
Final Agency Action	117	1489
2. Complaints in which a hearing is not requested		
Investigation	55	1124
Final Agency Action	65	1157
3. Complaints in which a hearing is requested		
Investigation	103	1207
Final Agency Action	39	816

Number of Complaints Dismissed

	#	APT
	20	1235

Number of Complaints Filed Prior to Fiscal Year + Pending	TOTAL
Pending Complaints Filed Before Fiscal Year	353
Number of Individuals	252
Number in Investigations	106
Number in FAD	72
Complaints Pending in the Current Fiscal Year	TOTAL
Number of Investigations over 180 days	43

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
	TOTAL	8		0	
		#	%	#	%
BASES	Race	1			
	Color	1			
	National Origin				
	Sex	1			
	Religion				
	Disability	1			
	Age	2			
	Reprisal	2			
	Non-EEO				
ISSUES	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				

Harassment				
a. Non-sexual				
b. Sexual				
Medical Examination				
Pay Including Overtime				
Promotion/Non-Selection	4			
Reassignment				
a. Denied				
b. Directed				
Reasonable Accommodation	1			
Reinstatement				
Retirement				
Termination				
Terms/Condition of Employment				
Time & Attendance	1			
Training				
Other				